

TOP TIPS TO HIRING NEURODISTINCT TALENT



OPTIMIZE YOUR JOB DESCRIPTIONS

Be clear on the **specifics of the role** rather than "Copy / Paste" language like "*strong communicator*," to give candidates a more accurate idea of what qualifications you're looking for.

Remember, candidates want to know what to expect, so **use this as an opportunity** to introduce them to your company culture and an accurate look into what their work life might be like.

FOCUS ON FLEXIBILITY

For ND professionals, it's important to ensure that there's clear understanding on "**What?**" their goals and expectations are within their role, and "**Why?**", as in, the context and purpose of the company, its mission, and how they fit in to it.

However, when possible, showing flexibility on "**How?**" things get done, like when / where, tools and strategies used etc. will result in more efficiency, innovation, productivity, employee satisfaction and ROI.

LEARN THE LESSON, LOSE THE LABEL

Every professional needs something different to be set up for success at work, whether that's a tool, a small structural change, or something as simple as an approachable, empathetic ally.

With this in mind, don't focus on the person's label (Ex. "John has ADHD,") but on the lesson (ex. "John benefits from a quiet workspace.") This will help to mitigate unintentional assumptions or judgements from managers and colleagues and can then be applied to all workers.